

Missouri Advisory Council of Certification for Educators

December 7, 2009

Governor's Office Building, Jefferson City

Members Present:

Melissa Albright	Missouri National Education Association
Sheryl Book	Missouri State Teachers Association
Al Cade Jr.	Missouri Association of Colleges for Teacher Education
Karen Davis-Brown	Missouri National Education Association
Mary Dockery	Missouri State Teachers Association
Tim Ema	Missouri National Education Association
Joy Farnan	Missouri State Teachers Association
William W. Freeman	Missouri Association of Colleges for Teacher Education
Donna Gardner	Missouri Association of Colleges for Teacher Education
Linda Gray-Smith	Missouri Association of School Administrators
Anna Marie Kulback	Missouri State Teachers Association
Marilyn McCroskey	Missouri School Boards Association
Joseph O'Neal	Missouri National Education Association
Paul Shrout	Missouri American Association of School Personnel Administrators—American Association for Employment in Education
Margaret Williams	Missouri Teacher of the Year (2008-09)
Suzie Williams	Missouri State Teachers Association
Paula York	AFT Missouri, AFL-CIO

Members Absent:

Imogene Clark	Missouri State Teachers Association
Barb Dozier	Missouri National Education Association
Carole Edmonds	Missouri Association of Colleges for Teacher Education
Monica Elseman	Missouri Association of Secondary School Principals
Carl J. Grigsby	Missouri Unit Association of Teacher Educators
Marsha F. Hightower	Missouri Association of Elementary School Principals
Yvette A. Levy	AFT Missouri
Paula Shields	Missouri State Teachers Association
Robert L. Williams	Missouri Community College Association

DESE Staff Present:

Rusty Rosenkoetter	Executive Secretary, MACCE
Hap Hairston	Educator Preparation
Rosalyn Wieberg	Educator Certification
Robyn Segall	Educator Certification

Visitors Present:

Krista Meyer	Missouri State Teachers Association
Charles E. Smith	Missouri National Education Association

Call to Order

The meeting was called to order at 10:00 a.m. by Chairperson Donna Gardner.

Adoption of Agenda

Donna Gardner asked if there were any additions to the agenda. A correction to the agenda was made. The dates listed for the forthcoming MAACE meetings included a typographical error. The future dates should have read **February 8th and April 26th**. Both meetings will be held in the Governor's Office Building in Jefferson City. A modification to the agenda was made by Donna Gardner, who suggested that committees should meet to work over lunch. Also, an addition to the agenda was announced. A brief report on Race to the Top (RTTT) will be presented. A motion to approve the agenda was made by Suzie Williams; the motion was seconded by Tim Ema. **All in favor signified by ayes. None were opposed.**

Introductions of all members present were made.

Approval of September 28, 2009, Minutes

A motion to approve the minutes was made by Marilyn McCroskey; the motion was seconded by Anna Marie Kulback. **All in favor signified by ayes. None were opposed.**

Public/Guest Welcome and Introductions

Melissa Albright welcomed the guests and asked for introductions. Donna Gardner thanked Missouri State Teachers Association for providing lunch.

Report to the State Board

Melissa Albright reported that she presented to the State Board of Education on a recap of MACCE activities during the previous months. She presented the 3 areas that MACCE had chosen to focus on as committees for the 2009-2010: Impact Areas, Define and Measure, and Options. During the presentation, comments were made to and from the State Board on content values vs. teaching skills, differentiated pay, performance pay, and merit pay. The board questioned if teachers in high need content areas should be paid more.

Melissa stated that her response to the State Board of Education was that MACCE has not taken a stand on variable pay issues, as the group was just starting to gather data and information on the topic.

Banter among MACCE members included these topics:

- Teachers would be appalled if some content areas were paid higher.
- It was questioned if some members of the board knew the difference in the types of pay discussed.
- More than MAP test results would need to be used for scaling pay as some areas are not ever tested.
- What can be done to reduce urban/rural flight? Recruitment pay vs. other incentives.
- How can merit pay be funded if the state can't fund Career Ladder?
- Does the State Board acknowledge Career Ladder as merit pay?
- Years of experience should/shouldn't be used for pay increase. Are years of experience increases really just cost of living increases?

Bill Freeman questioned if it is our role in this committee to make the changes the Board is suggesting, or if the questions they pose are really questions for the legislators. Donna Gardner interjected that the State Board as well as MACCE recognizes the need for change, and that we do need to address Board concerns. She stated that MACCE needs to educate the board with data and evidence driven information.

Banter continued among MACCE members on the following topics:

- Urban/rural/transient students
- Assessing if students are learning- aside from test scores
- Educator evaluations and the biases within
- Teachers needing to be valued and paid
- Effectiveness of collaboration (Singapore)

Race to the Top (RTTT) Information

Four members of the MACCE Committee sat on various break out groups from the Race to the Top Informational Meeting and presented the following informal reports:

Suzie Williams- Looking at Data and how it could impact RTTT

Technology needs to be linked between industry, mental health, medical, and educational communities to best provide services for Missouri's students.

Donna Gardner- Teacher & Leader Preparation and how it could impact RTTT

Alternative paths to certification, especially in high need areas, need to be looked examined. The subgroup considered year long internships for teacher preparation. Look to successes in the Toronto, New York City, and Las Vegas areas for modeling. Focus on feedback and evaluation from fellow teachers, students, parents and self for effectiveness.

Linda Gray-Smith- Looking at what we already have and how it could impact RTTT

Impressive comments from Dr. Doug Reeves focused on engagement, real time feedback, and how alternatives to seat time/average daily attendance vs. working at pace for students.

Margaret Williams- School Day and how it could impact RTTT

Schools are punished for students taking 5 years to graduate or for a drop-out returning to school for a late graduation.

Recruitment/Retention Report

Rosalyn Wieberg reported that the Recruitment/Retention report from the December Board Meeting will soon be posted on the DESE Website.

Teacher Shortage Areas have been posted. Those areas most affected are Special Education, Science (all areas,) Speech/Language, Foreign Language.

Career Ladder is in a wait and see mode. No one can determine if there will be funding. Rosalyn was hopeful, but later this month the report will officially be posted on the Website.

Donna Gardner stated that due to prior Department of Education commitments from the next two presenters, Hap Hairston and Rusty Rosenkoetter, the business portions of this meeting will continue through lunch, and the committees would meet after those reports concluded.

Educator Preparation Report

Hap Hairston presented information on the Praxis II and the 5 areas where Educational Testing Systems test scores will need to be changed. The first three areas were in foreign languages: French, Spanish, and German. The tests are now going to include an oral as well as a constructed response. Recommended cut scores were listed on Educator Preparation documents that were shared with the MAACE committee. Since the tests were new, and no one was sure if the constructed response section was in the foreign

language, the committee decided to table the acceptance of the new cut scores until Hap was able to get more information.

Business Education was the next test area to be shared. A new test had been written and the new cut score would be 154 (equaling to 64% raw score.) A motion to approve the new Business Education cut score was made by Bill Freeman; the motion was seconded by Suzie Williams. **All in favor signified by ayes. None were opposed.**

Speech/Theater was the final area in need of a change in ETS test scores for the day. The changes made to the test significantly reduce the items assessing theater, and it is Hap's suggestion that in the future a separate test used to certify theater should be considered. The problem is that the current test #0220 will become obsolete in the fall of 2010, and if we don't accept this new Speech test now, we will be cornered into using a generic Principles of Learning and Teaching Praxis Assessment for this content area. The new cut score of 142 is one standard deviation higher than the ETS recommendation due to the fact that our current pass rate for this test is 100% and our current cut score is the 18th lowest in the nation. A motion to approve the new Speech/Theater cut score was made by Bill Freeman; the motion was seconded by Al Cade, Jr. **All in favor signified by ayes. None were opposed.**

Executive Secretary Reports

Rusty Rosenkoetter reported that approval of Senate Bill 291 will add an area of licensure to our current compendium- Teaching Personal Finance. It was discussed that in some districts these concepts are taught by the Business Education department and in other districts it is handled by Family and Consumer Sciences.

Substitute certificate will now be valid for four years. This will lessen the work load for the educator certification department during the busy summer season.

A motion to approve the new compendium area of Personal Finance (with the spelling correction) was made by Linda Gray-Smith; the motion was seconded by Joe O'Neal. **All in favor signified by ayes. None were opposed.**

Until further notice, the teaching standards list developed by this committee is tabled. Race to the Top is taking priority, and many of those concepts are imbedded in the RTTT grant proposal. It was stated that the Race to the Top webpage has a spot for public input. The RTTT committee is interested in public opinion and thought. It was also stated that regardless of the outcome from our attempt to win the RTTT grant, the report developed will be guiding educational changes for years to come.

Rusty also provided MACCE members with future meeting dates and the dates when MACCE is scheduled to report to the State Board of Education (on agenda):

Future meetings will be held at the Governor's Office Building on:

- **February 8, 2010 @ 10:00 a.m.** in room 450/Ballroom
- **April 26, 2010 @ 10:00 a.m.** in the room 470

There was confusion on the dates/locations, and the dates listed here are correct!

Subcommittee Reports

There were no subcommittee reports at this meeting. It was determined to alter the subcommittee groups to focus on the three focus areas from the Board Meeting. Below is a list of the new committee titles, members, and chairs:

Compensation (was the Options subcommittee) = Tim Ema, Paula York, Imogene Clark, Marilyn McCroskey, Margaret Williams, Al Cade; Paul Shrout and Karen Davis-Brown, chairs

Differentiated Pay (was the Define & Measure subcommittee) = Anna Marie Kulback, Suzie Williams, Mary Dockery, Carole Edmonds, Bill Freeman, Barb Dozier; Monica Elseman, chair

Staffing High Needs (was the Impact Areas subcommittee) = Paula Shields, Joy Farnan, Sheryl Book, Darryl Johnson, Robert Williams, Linda Gray-Smith; Joe O'Neal, chair.

Subcommittee groups met for about 15 minutes to create an action plan. Groups are to correspond via phone/email and the chair of each subcommittee will share discoveries/thoughts/ideas with Donna Gardner on January 15, 2010.

Adjournment

There being no other business, a motion to adjourn the meeting was made by all. The meeting was adjourned at 1:30 p.m.

Respectfully submitted,

Rusty Rosenkoetter, Executive Secretary
MACCE

RR/rs